



ENVISION 2026

A PLAN FOR
MONTANA'S FUTURE



MONTANA
CHAMBER OF
COMMERCE

WORKFORCE DEVELOPMENT SURVEY & EXECUTIVE FOCUS GROUPS PRELIMINARY RESULTS



786

ONLINE RESPONSES
FROM EMPLOYERS
AND BUSINESS
LEADERS
(ANONYMOUS)



63

COMMUNITY LEADERS
IN 4 EXECUTIVE
FOCUS GROUPS

Our goal is to convene a
total of **over 200** leaders in
14 locations by early 2020.

KEY FINDINGS



1.

LOW NUMBER OF APPLICANTS

2.

LACK OF INTERPERSONAL SKILLS



3.

BELOW MARKET COMPENSATION





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85%

OF BUSINESSES
REPORTED
**ATTEMPTING TO
GROW** THEIR
MONTANA
WORKFORCE IN 2020.



64%

ARE HAVING
**DIFFICULTY FILLING
BOTH ENTRY AND
MID-LEVEL
POSITIONS.**



36%

OF BUSINESSES HAVE
**TURNUED DOWN
BUSINESS
OPPORTUNITIES** DUE
TO WORKFORCE
CHALLENGES.



69%

OF NEW HIRES IN THE
LAST YEAR **REQUIRED
ADDITIONAL
TRAINING** IN ORDER
TO DEVELOP SKILLS
REQUIRED BY THE
JOB.

#1: Job-specific
technical skills
#2: Interpersonal skills

The No.1 impediment to expanding total employment in 2020 is a lack of available skilled workers.



72%

OF RESPONDING
BUSINESSES ARE **NOT
SATISFIED** WITH THE
AVAILABILITY OF
SKILLED WORKERS IN
MONTANA.



69%

OF RESPONDENTS
THINK THAT
MONTANA HIGH
**SCHOOLS ARE NOT
ADEQUATELY
PREPARING
STUDENTS** FOR THE
WORKFORCE.

“*Montana
salaries are
not
competitive
with other
states.*”



96%

IDENTIFIED
**COMMUNICATION
SKILLS** AS ADEQUATE
OR ABOVE AVERAGE.

Montana schools are
adequately teaching
communication skills
(written, verbal,
numeracy, literacy),
but need to focus on
improving students'
interpersonal skills.



WORKFORCE DEVELOPMENT SURVEY & EXECUTIVE FOCUS GROUPS PRELIMINARY RESULTS

TOP SOLUTIONS

**Addressing
workforce
needs centered
on preparing
students before
they graduate
from high
school:**

“Facilitate an investment in Montana that focuses on the EQ and innovations of the next generations.”

#1:

80%

AGREED THAT SCHOOL DISTRICTS SHOULD BE INCENTIVIZED TO PUT EQUAL EMPHASIS ON ALL CAREER PATHWAYS.

#2:

80%

AGREED THAT SCHOOL DISTRICTS SHOULD BE REQUIRED TO INCORPORATE WORKFORCE READINESS SKILLS IN THEIR CURRICULUM.

#3:

77%

AGREED THAT CAREER ADVISING IN MIDDLE AND HIGH SCHOOL NEEDS TO BE STRENGTHENED.

#4:

73%

AGREED THAT BUSINESS AND ECONOMICS EDUCATION SHOULD BE REQUIRED IN MIDDLE AND HIGH SCHOOLS.

#5. Increase support for education and skill-attainment programs for adults

#6. Require science, technology, engineering, and math (STEM) education in 6-12 grades

#7. Create more registered apprenticeship programs

#8. Increase support for government-funded workforce training centers

#9. Promote policies to lower housing costs

#10. Provide financial aid incentives for students in high-demand fields

#11. Increase support for government-funded childcare



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SOCIAL PROOF

“ **We need to work together as a state to create more opportunities and home grown businesses accessing international markets.** ”

“ **The millennial and generation Z workers have unique expectations and values that business leaders must understand and embrace to attract talent.** ”

“ **Teach students how to do a resume, dress for an interview, how to do an interview, how to arrive on time to the job, and use professional language on the job.** ”

“ **Businesses need to be in the high schools regularly to build industry bench strength.** ”

“ **Industry ecosystems, education and non-profit partners need to collaborate better for reducing redundant efforts and improving the uses of public and private funds.** ”

“ **Montana solutions for Montana challenges.** ”

“ **I feel like we have good hard working people in Montana. It use to be a good job was valued and hard to come by, but now it's a good employee is hard to come by.** ”

“ **High schools should be focused on more job related skills like budgeting money, taxes, and skills that allow students to enter the workforce prepared for life.** ”